



LONGITUDINAL INVESTIGATION OF RETENTION AMONG ARMY RESERVE SOLDIERS:

BASELINE STUDY OF JUNE 2001 COHORT

DIRECTORATE OF STRATEGIC PERSONNEL PLANNING AND RESEARCH
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**LONGITUDINAL INVESTIGATION OF RETENTION
AMONG ARMY RESERVE SOLDIERS:
BASELINE STUDY OF JUNE 2001 COHORT**

**CAPTAIN SAMANTHA BROOKS
DSPPR**

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DSPPR Information Officer

Telephone: 02 6266 3435

Facsimile: 02 6266 2982

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Requests and inquiries should be addressed to the Director Strategic Personnel Planning and Research, Defence Personnel Executive Program, Department of Defence, Canberra ACT 2600.

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Executive Summary

Background

In recognising the requirement to identify why junior Army Reserve (ARes) soldiers separate, the Directorate of Reserves – Army (DRES-A) sought to conduct a quantitative, longitudinal examination of new ARes soldiers. This examination entails the collection and analysis of data from four cohorts of soldiers over the next 5 years.

Baseline data for the first cohort of soldiers to be included in the study was collected over January and February 2001, and is reported in Directorate of Strategic Personnel Planning and Research's Research Report 1/2001. Data presented in this report is the baseline data for the second cohort, a sample of 171 soldiers. The data was collected from May to July 2001 via a survey instrument (Annex A). The survey collected information on reasons for joining, expectations of ARes life, characteristics of civilian life, perceptions of recruit training, intentions for future service and potential reasons for continuing or not continuing to serve. This was administered to the sample while in their final week of recruit training at the Army Recruit Training Centre (ARTC).

Demographic profile

While the majority of Cohort Jun 01 respondents are single, there is a greater proportion of Cohort Jun 01 respondents who are married, in a defacto relationship, and/or have children than in Cohort Jan 01. Cohort Jun 01 respondents were less likely than their Cohort Jan 01 counterparts to be studying, with almost one-third of Cohort Jun 01 respondents reporting to be currently studying, compared to almost three-quarters of Cohort Jan 01 respondents. Of those reporting to be studying, there was a relatively equal proportion studying full-time and part-time from Cohort Jun 01, whereas most of those studying from Cohort Jan 01 reported to be studying full-time.

The majority of Cohort Jun 01 respondents are employed on a full-time or part-time basis, and a greater proportion appear to work on a full-time basis, when compared to Cohort Jan 01 respondents.

Overall, while the general demographic profile of Cohort Jan 01 respondents is that of young, single, low-income earning, tertiary students, Cohort Jun 01 respondents appear to have more diverse demographic characteristics in terms of employment, family and student status, and also income.

The reasons for serving cited by respondents for Cohort Jun 01 are much the same as those for Cohort Jan 01. The dominant reasons for joining and continuing to serve in the ARes are a desire for challenging part-time work, personal development and a desire to serve the country.

Retention and wastage issues

- Data for the second Cohort has reinforced a number of issues identified for the first Cohort. These are:
- While respondents' expectations of Army life appear to be realistic, lack of information and pre-enlistment uncertainty still appears to be a problem for a high proportion of respondents.
- Like those of Cohort Jan 01, most Cohort Jun 01 respondents believe that their military experiences so far have been as they expected, or better than expected. However, over one-third of respondents reported that they were unsure of what to expect of the ARes prior to joining.
- Most respondents believe the course workloads and length of recruit training are "About right".
- Challenge, a chance to serve the country, travel, self-development and the opportunity to deploy overseas are incentives for continuing to serve in the ARes.
- These were the most highly endorsed reasons for continuing to serve in the ARes for Cohort Jun 01, and were generally consistent with those reported by Cohort Jan 01 respondents.
- Joining the regular forces, time conflict with civilian job, boring and repetitive training, unfair treatment, inadequate pay and poor training standards are regarded as factors which may encourage separation from the ARes.
- For both Cohorts "To join the regular forces" is the most commonly endorsed factor which may encourage separation from the ARes. Likewise, it is evident that the opportunity to engage in meaningful and challenging training is both a major attractor and incentive to continue serving.
- Current uncertainty and indecision over future ARes service may be indicative of high wastage rates in the future.
- Overall, a synthesis of data for both Cohorts indicates that while only a small minority of respondents reported that they intend to discharge or go inactive, over one-third of respondents reported that they were unsure as to how long they intended to serve in the ARes, and one-fifth were undecided as to whether they will continue serving at all.

In addition to these issues, analysis of the data collected from Cohort Jun 01 also indicates that:

- A continuation of the public relations campaign is needed to promote and improve current awareness levels of new Defence legislation and conditions of Reserve service.
- Almost one-half of Cohort Jun 01 respondents reported that they were unaware of the Defence Legislation Amendment (Enhancement of the Reserves and Modernisation) Act 2001, and the introduction of new Defence legislation; Defence Reserve Service (Protection) Act 2001. Also, knowledge and/or claiming of the Employer Support Payment (ESP), and anti-discrimination and employment protection legislation for Reservists appeared to be quite poor.
- Most respondents from both Cohorts are willing to deploy, with almost half willing to deploy indefinitely.
- Willingness to deploy among the respondents from both Cohorts overall is high (around 90%), and having a spouse and/or family does not appear to impact on ability to deploy.

Summary and recommendations

In accordance with the aims of the study, the collection and analysis of data for a second (Jun 01) Cohort have been of benefit, both in identifying any demographic differences between those who undergo recruit training at different times of the year, and in evaluating the validity of results obtained for the first (Jan 01) Cohort.

The results and conclusions in this report provide more conclusive information on the characteristics and attitudes of new ARes soldiers. However, in order to increase the generalisability of these findings, more baseline data will need to be collected from other ARes enlistees. Likewise, changes in the characteristics and attitudes of the respondents over time will need to be assessed. This will entail the following:

- Collection of baseline data from two Cohorts during 2002,
- Identification of longitudinal trends across and between each Cohort, and
- Establishment and evaluation of a database of self-reported “reasons for leaving”.

In light of the information presented in this report, the following recommendations are made to the project sponsors and other stake-holders responsible for the on-going management of ARes soldiers:

- That ARes soldiers be given challenging and rewarding work and training opportunities;
- That ARes soldiers be given accurate and realistic expectations of Common Induction Training (CIT) and their ongoing training program and duties in their units;
- That communication from gaining units to their new enlistees before and during CIT be increased; and
- That strategies to increase awareness of Defence legislation affecting ARes members continue to be reviewed, refined and developed, to determine their effectiveness, both within the Defence, and general civilian communities.

The following recommendations are made in regards to the future conduct of the study:

- That the study be continued in accordance with the original protocol for the proposed duration of the research.
- That the study incorporate the inclusion of an “exit survey” for wider use in the ARes to assess reasons for leaving. Primarily, while “reasons for leaving” will be measured as part of the Study of Retention among Army Reserve Soldiers,¹ there is scope for the “exit survey” to be used at the unit or APA level during the discharge administration procedure. The incorporation of an “exit survey” in the discharge administration procedure has a number of potential benefits. Specifically gaining information on reasons for leaving may:
 - Assist both formation and unit commanders in identifying separation trends and causal factors for their region or unit;
 - Provide both DRES-A and DSPPR with comparative data to assist in evaluating the validity of the results of both the ARes officer and soldier retention studies; and
 - Provide information that may be used by DRES-A, and Defence Reserve Policy (DRP) for strategic personnel planning and policy development.
- That the study incorporate the collection of qualitative information from the participants. Ideally, this should be conducted at a later stage of the research (early to mid 2002) via a series of regional focus group interviews, facilitated by the project officer and a representative of DRES-A.

1. See Explanatory Note 2 at Annex A of DSPPR Research Report 1/2001 for an explanation of the content of the follow-up survey.

INTRODUCTION

Background

In January 2001, the Directorate of Reserves – Army (DRES-A) and the Directorate of Strategic Personnel Planning and Research (DSPPR) commenced a longitudinal investigation of Army Reserve (ARes) soldiers in order to ascertain when and why junior ARes soldiers decide to separate from the ARes. The study encompasses an evaluation of attitudes towards ARes service, reasons for joining, competing civilian work, study and family commitments, perceptions of recruit training, and intentions regarding continued service. While potential reasons for leaving or going inactive are also assessed, the study is structured to enable the tracking of individual participants for assessment of actual reasons for leaving where applicable.

Specifically, the objectives of the study are:

- To assess the retention of ARes soldiers after completion of recruit training;
- To measure the perceptions of ARes soldiers towards their recruit training;
- To measure the attitudes, experiences and personal circumstances of ARes soldiers upon completion of recruit training and each year thereafter to 2005;
- To ascertain if or how the attitudes, experiences and personal circumstances of ARes soldiers change over time; and
- To determine why ARes soldiers choose to cease serving.

Scope of this report

The study's methodology entails the collection of data from four separate cohorts of soldiers. Data for the first cohort of soldiers (Cohort Jan 01) was collected in January and February 2001, and is reported in DSPPR Research Report 1/2001. Data presented in this report is the baseline data for the second cohort of soldiers (Cohort Jun 01), collected from June to July 2001. As such, the data presented relates only to ARes soldiers who underwent recruit training between April and July 2001 (Cohort Jun 01).

While the aim of this report is to provide an analysis of Cohort Jun 01's responses to the survey, a comparison of data between Cohorts Jan 01 and Jun 01 will also be undertaken. Individuals who choose to undertake their 45 day recruit training course during the holiday period between

December and February may be quite different demographically to those who opt to do their training during other periods of the year. Since Common Induction Training (CIT) (integrated recruit training for the ARA and the ARes) began in 1997, up to one third of the total yearly training throughput at the Army Recruit Training Centre (ARTC) for both ARA and ARes has occurred during the period December to February, or the “Surge Period”.

For ARes recruits, undergoing training during this period is convenient, given that tertiary students and full-time workers would normally otherwise spend this time on holidays. Conversely, fewer individuals with work and/or study commitments would be able to fit a 45 day recruit course into their schedule at any other period. Thus the decision to obtain four cohorts to represent both the “Surge” and “Non-surge” periods was based on the need to account for any likely differences.

As outlined in Table 1 in the method section, a further 2 cohorts will be obtained for the study, and each cohort will be followed up every 12 months, comparisons of subsequent data over time or between cohorts will be presented in subsequent annual reports as the data is collected throughout the study.

METHOD

Design

The design of the study over its entire 5 year duration is presented in Table 1. As indicated in the table, four cohorts of soldiers will be surveyed over five years.

Table 1 Design of the study

Cohort	Baseline	2 nd survey	3 rd survey	4 th survey	5 th survey
Jan 01	Jan-Feb 2001	Jan-Feb 2002	Jan-Feb 2003	Jan-Feb 2004	Jan-Feb 2005
Jun 01	Jun-Aug 2001	Jun-Aug 2002	Jun-Aug 2003	Jun-Aug 2004	Jun-Aug 2005
Jan 02	Jan-Feb 2002	Jan-Feb 2003	Jan-Feb 2004	Jan-Feb 2005	Jan-Feb 2006
Jun 02	Jun-Aug 2002	Jun-Aug 2003	Jun-Aug 2004	Jun-Aug 2005	Jun-Aug 2006

The soldiers are surveyed, firstly during their final week of recruit training at the Army Recruit Training Centre (ARTC), and then every 12 months thereafter for up to five years. For example, soldiers from Cohort Jan 01 were first surveyed in January or February 2001, and will be followed up in January to February 2002.

Thus the study is designed to produce an annual collection of attitudinal and behavioural data for each cohort of soldiers and to be able to link this information to individual separations over time.

Population – Cohort Jun 01

The survey population for Cohort Jun 01 consists of all ARes soldiers who completed recruit training at ARTC from 31 May 2001 to 26 July 2001. A sample size of 171 soldiers was obtained. When added to the Cohort Jan 01 sample of 353, the combined sample of 524 represents 27% of the 1949 total ARes enlistments for Training Year 2000/2001¹.

1. ARes enlistment achievement data was obtained from the Directorate of Workforce Planning and Establishments and was calculated with effect 23 July 2001. An explanatory note on sample representativeness for the study as a whole is provided at Annex A of DSPPR Research Report 1/2001.

Procedure

The survey was conducted as follows:

- The survey was group administered to all ARes recruits during their final week of training at ARTC by representatives from DSPPR and DRES-A from 31 May 2001 to 26 July 2001.
- Questionnaires were electronically scanned using *TELEform®*, Software.
- Quantitative data was analysed using the Statistical Package for the Social Sciences (SPSS) Software.
- Access was gained to the AMAN database to obtain basic demographic information on the respondents.

Survey instrument

The survey, cover sheet and sleeve were the same as that administered to Cohort Jan 01, and are described in DSPPR Research Report 1/2001. However, three new items were added to the survey (Q5.11, Q5.12 and Q5.13) to assess respondents' knowledge of new Defence legislation relating to Reserve service that was introduced in March 2001.

A copy of the survey is at Annex A.

As with the procedure for Cohort Jan 01, each respondent was assigned a random, unique and non-identifying survey ID number to protect their anonymity. This number was allocated to enable the matching of information to a given respondent, both over time and at a given point in time, without the need to collect or communicate personal details such as name or service number. Surveys were individually printed with the specified survey ID number on each page to enable direct electronic linkage via the scanning process.

RESULTS

Throughout the results section, the results for Cohort Jun 01 will be compared with those for Cohort Jan 01, as reported in DSPPR Research Report 1/2001.

Demographic information

The average age of the respondents is 23.9 years (minimum 17 years, maximum 42 years). For both Cohorts, the proportion and number of respondents from each State is displayed in Table 2, while Table 3 lists the marital status of respondents.

Table 2 Distribution of respondents by State: Cohort Jan 01 vs Jun 01

State	Percent Cohort Jan 01 (No. of respondents)	Percent Cohort Jun 01 (No. of respondents)
NSW	33.4 (118)	28.0 (45)
ACT	8.5 (30)	5.6 (9)
VIC	11.6 (41)	24.2 (39)
QLD	24.9 (88)	19.9 (32)
SA	5.7 (20)	5.0 (8)
WA	8.8 (31)	12.4 (20)
NT	0.6 (2)	Nil
TAS	6.5 (23)	5.0 (8)

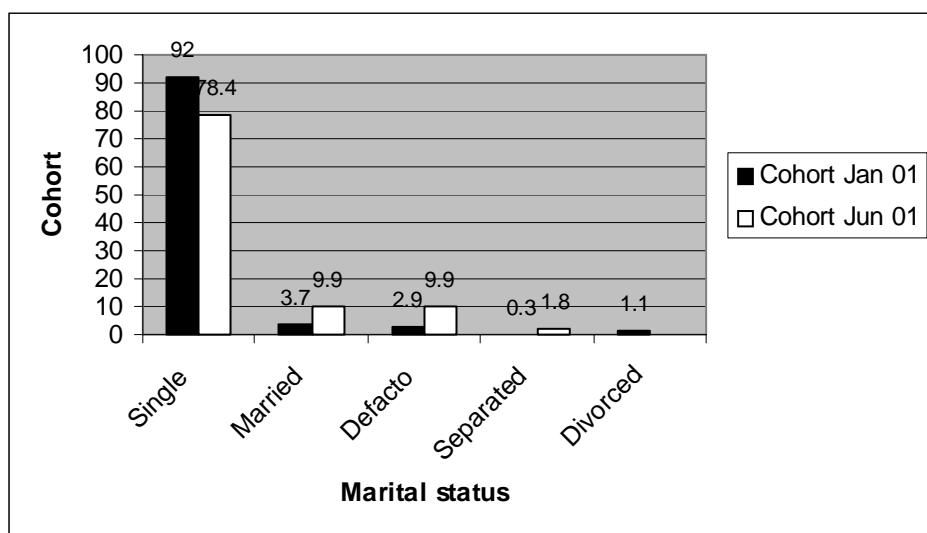
Table 2 illustrates that for Cohort Jun 01, one quarter of respondents reside in NSW, while a further quarter live in VIC. The distribution of respondents across States/Territories is generally similar in Cohort Jun 01 to that for Cohort Jan 01. However, in Cohort Jun 01, there is a higher proportion of respondents from Victoria (24.2%) than that from Cohort Jan 01 (11.6%), and there is a lower proportion of respondents from New South Wales in Cohort Jun 01 (28.0%) than in Cohort Jan 01 (33.4%).

Table 3 Marital status: Cohort Jan 01 vs Jun 01

Marital status	Percent Cohort Jan 01 (No. of respondents)	Percent Cohort Jun 01 (No. of respondents)
Single (never married)	92.0 (323)	78.4 (134)
Married	3.7 (13)	9.9 (17)
Defacto	0.3 (1)	9.9 (17)
Separated	1.1 (4)	1.8 (3)

Table 3 shows that the majority (78.4%) of Cohort Jun 01 respondents are single and have never married, while one-fifth (19.8%) are either married or in a defacto relationship. 15.2% (26) of respondents reported that they have one or more dependent child/ren. Six respondents reported that they have 1 child, fifteen respondents reported that they have 2 children, two respondents reported having 3 children and two respondents reported having 5 children. The age of these children ranges between 18 years to 12 months².

As illustrated in Figure 1, in contrast to the 19.8% of Cohort Jun 01 respondents who are married or in a defacto relationship, 6.6% of Cohort Jan 01 respondents reported to be married or in a defacto relationship. In addition, 78.4% of Cohort Jun 01 respondents reported to be single, in comparison to 92.0% of Cohort Jan 01 respondents. Further, 15.2% of Cohort Jun 01 respondents have dependent child/ren, compared to 3.7% of Cohort Jan 01 respondents.

Figure 1 Marital status: Cohort Jan 01 vs Jun 01

2. One respondent who reported to have dependent child/ren did not specify how many nor their birth dates in the survey.

Reasons for joining

Respondents indicated their reasons for joining the ARes from a list of 27 reasons presented in the survey. The responses to this item from the most endorsed to the least endorsed are displayed in Table 4.

Table 4 Cohort Jun 01: Reasons for joining³

Reason for joining	Percent (No. of respondents)
To do challenging or interesting work	74.3 (127)
To test yourself physically and mentally	70.8 (121)
To serve the country	57.9 (99)
To travel and have new experiences	55.0 (94)
The opportunity for self-development	51.5 (88)
Always wanted to be in the military	46.2 (79)
The comradeship	41.5 (71)
The excitement	40.9 (70)
The chance to serve on active duty/deployment	39.8 (68)
The discipline	38.0 (65)
Extra spending or savings money	36.8 (63)
To make new friends	32.2 (55)
ARes skills training useful in obtaining civilian employment	27.5 (47)
Helping me gain entry to the ARA	22.8 (39)
ARes skills training useful in current civilian employment	20.5 (35)
Military tradition in the family	19.3 (33)
Parent's/friend's encouragement	18.7 (32)
Money for basic expenses	18.1 (31)
The chance to use military equipment	17.5 (30)
Opportunity to work in a specific occupation	15.2 (26)
The social life	12.9 (22)
Money for tertiary studies	11.1 (19)
Image portrayed by military personnel	11.1 (19)
Few or no civilian job opportunities	7.0 (12)
Missed out on entry to the ARA	2.3 (4)
ARes service a natural extension of ARA service	2.3 (4)
Other	2.9 (5)

3. Total percentages add to more than 100%, as respondents were able to select as many response alternatives that applied.

Given that respondents were able to list as many reasons for joining as applied, they were also asked to indicate which reasons were the most important to them. The top ten main reasons why respondents chose to join the ARes are presented in Table 5.

Table 5 Top ten reasons for joining the ARes: Cohort Jan 01 vs Jun 01⁴

Reason Cohort Jan 01	Percent (No. of respondents) who said this was a main reason for joining: Cohort Jan 01	Reason Cohort Jun 01	Percent (No. of respondents) who said this was a main reason for joining: Cohort Jun 01
To do challenging or interesting work	26.6 (95)	To test yourself physically or mentally	32.3 (55)
To test yourself physically or mentally	23.5 (84)	To do challenging or interesting work	25.9 (44)
To try the ARes before deciding whether to join the ARA	21.8 (78)	To serve the country	21.2 (36)
Always wanted to be in the military	17.1 (61)	Always wanted to be in the military	18.8 (32)
The opportunity for self-development	14.6 (52)	The opportunity for self-development	14.7 (25)
To serve the country	12.0 (43)	The chance to serve on active duty/ deployment	12.4 (21)
ARes skills useful in obtaining civilian employment	11.5 (41)	ARes skills training useful in obtaining civilian employment	9.4 (16)
The chance to serve on active duty/ deployment	10.1 (36)	Helping me gain entry to the ARA	7.6 (13)
Money for tertiary studies	9.5 (34)	To travel and have new experiences	6.5 (11)
Helping me gain entry to the ARA	5.6 (20)	Extra spending or savings money	5.9 (10)

In general, the main reasons for joining the ARes among Cohorts Jan 01 and Jun 01 respondents were very similar. The top eight reasons for joining listed for Cohort Jun 01 above, were also among the top ten reasons for joining reported by Cohort Jan 01 respondents.

4. Total percentages add to more than 100% as respondents were able to indicate 2 main reasons for joining.

Expectations of Army life

Respondents indicated whether they thought their military experiences have been better or worse than they expected when they first joined the ARes. They were also asked whether the ARes has been what they expected it would be like when they first joined. Figures 2 and 3 display their responses to this item.

Figure 2 Expectations of ARes life (Q 2.1): Cohort Jan 01 vs Jun 01



Figure 2 illustrates that the majority of respondents have found that their experiences so far in the ARes have been either as they expected (56.2%), or somewhat/much better than they expected (29.0%). These results are very similar to those obtained for Cohort Jan 01 respondents, in which 53.3% said their ARes experiences had been as expected, or somewhat/much better than they expected (31.5%). 11.3% of Cohort Jun 01 respondents said that their ARes experiences were somewhat/much worse than expected, as compared to 13.3% of Cohort Jan 01 respondents.

Figure 3 Expectations of ARes life (Q 2.2): Cohort Jan 01 vs Jun 01

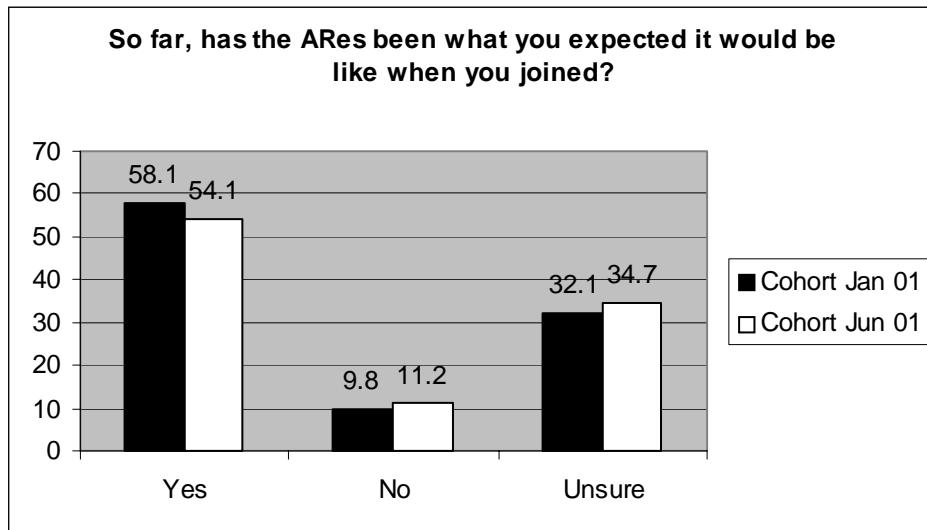


Figure 3 shows that the majority (54.1%) of respondents believe that the ARes has been what they expected so far. Respondents who indicated that they had not found the ARes to be what they had expected were asked to briefly explain why. Many respondents indicated that they had expected the training to be more intense, with greater discipline and physical activity, while others expressed concern that training had been quite different from what had been portrayed in the media and by recruiting. Some respondents commented that they had been unsure of what to expect prior to enlisting.

The results for this item for Cohort Jun 01 are much the same as those obtained for Cohort Jan 01. Where 54.1% of Cohort Jun 01 respondents reported that the ARes is what they expected, 58.1% of Cohort Jan 01 respondents reported the same. 34.7% of Cohort Jun 01, and 32.1% of Cohort Jan 01 respondents were unsure of what to expect of ARes life.

Education commitments

Respondents were asked to complete questions relating to both their completed education level and current study commitments. Table 6 displays the highest level of completed education of the survey respondents for both Cohorts.

Table 6 Highest level of education: Cohort Jan 01 vs Jun 01

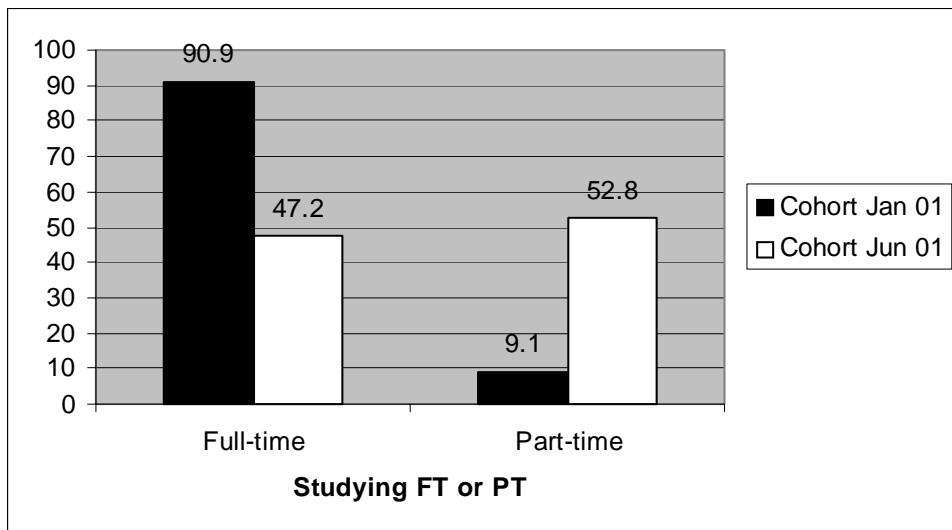
Level	Percent (No. of respondents): Cohort Jan 01	Percent (No. of respondents): Cohort Jun 01
Year 9	0.3 (1)	1.8 (3)
Year 10	4.5 (16)	12.9 (22)
Year 11	20.4 (73)	13.5 (23)
Year 12	54.6 (195)	50.3 (86)
Certificate/Diploma	11.7 (42)	14.6 (25)
Bachelor's degree (incl Honours)	6.2 (22)	6.4 (11)
Postgraduate Diploma	0.6 (2)	0.6 (1)

Table 6 illustrates that one-half of respondents have completed Year 12, while a smaller proportion (21.6%; 37) have completed tertiary education. The only discernable differences of interest in education level between Cohorts Jan 01 and Jun 01, are that 12.9% of Cohort Jun 01 respondents have completed Year 10, in contrast to 4.5% of Cohort Jan 01 respondents, and 13.5% of Cohort Jun 01 respondents have completed Year 11, compared to 20.4% of Cohort Jan 01 respondents.

31.0% (53) of Cohort Jun 01 respondents said that they are currently studying towards an educational qualification. Of these, 47.2% (25) are studying full-time, while 52.8% (28) are studying part-time. Over one-half (54.2%; 26) of respondents who are studying reported that they expect to complete their studies before, or by the end of 2002. A further 45.8% of respondents reported that they expect to complete their studies before, or by the end of 2006.

Whereas 31.0% of Cohort Jun 01 respondents were currently studying, 74.7% of Cohort Jan 01 respondents reported that they are currently studying. The differences in education commitments for Cohorts Jan 01 and Jun 01 are displayed in Figure 4.

Figure 4 Education commitments: Cohort Jan 01 vs Jun 01



Civilian employment

Table 7 displays the civilian employment status data for Cohorts Jan 01 and Jun 01.

Table 7 Civilian employment status: Cohort Jan 01 vs Jun 01

	Percent (No. of respondents): Cohort Jan 01	Percent (No. of respondents): Cohort Jun 01
Employed (either full-time or part-time)	49.9 (176)	71.3 (122)
Employed full-time	N/A	36.8 (63)
Employed part-time	N/A	34.5 (59)
Not employed – but looking for work	25.5 (90)	22.2 (38)
Not participating in the labour force	24.6 (87)	6.4 (11)

As indicated by Table 7, for Cohort Jun 01, almost three-quarters (71.3%; 122) of the respondents are employed either full-time or part-time, while 22.2% (38) are unemployed but seeking work, and a small minority (6.4%; 11) are not in the labour force.

22.1% (27) of the Cohort Jun 01 respondents who are employed reported that they work in more than one civilian job, while 9.0% (11) reported that they work in their own business. 37.7% (46) of respondents said that they work irregular hours, or that their work was seasonal in nature. 11.4% of

respondents reported that they work for an Australian Public Service agency or department, 11 of which work for a state or territory Public Service. Of those respondents who are employed full-time, 27.0% (17) reported that they are studying part-time as well. Of those respondents who are studying full-time, 52.0% (13) said that they are also employed on a part-time basis, while a further 24.0% (6) respondents reported that they are seeking employment. 23.1% (3) of the respondents who are studying full-time reported that they are employed in more than one civilian job as well. Of those respondents studying part-time, 30.4% (7) said that they are also employed in more than one civilian job. 55.6% (20) of the respondents who are studying also said that they work more than 30 hours per week in their civilian jobs.

Table 8 lists the hours that employed respondents work in their civilian jobs in a typical week.

Table 8 Hours worked in civilian job in a typical week: Cohort Jan 01 vs Jun 01

Hours	Percent (No. of respondents): Cohort Jan 01	Percent (No. of respondents): Cohort Jun 01
Less than 10	19.3 (34)	5.7 (7)
10 to less than 20	31.8 (56)	13.1 (16)
20 to less than 30	14.8 (26)	13.9 (17)
30 to less than 40	12.5 (22)	27.0 (33)
40 to less than 50	15.3 (27)	34.4 (42)
More than 50	6.3 (11)	5.7 (7)

Based on the information presented in Table 8, over two thirds (67.1%) of Cohort Jun 01 respondents work at least 30 hours per week, while one-third (32.9%) work less than 30 hours per week.

In comparing the employment data for Cohorts Jan 01 and Jun 01, it is of interest to note that 71.3% of Cohort Jun 01 respondents are employed, and 67.1% work 30 or more hours per week. In contrast, 49.9% of Cohort Jan 01 respondents were in civilian employment, with 34.1% working 30 or more hours per week. Figures 5 and 6 illustrate the differences in employment between Cohorts Jan 01 and Jun 01.

Figure 5 Employment status: Cohort Jan 01 vs Jun 01

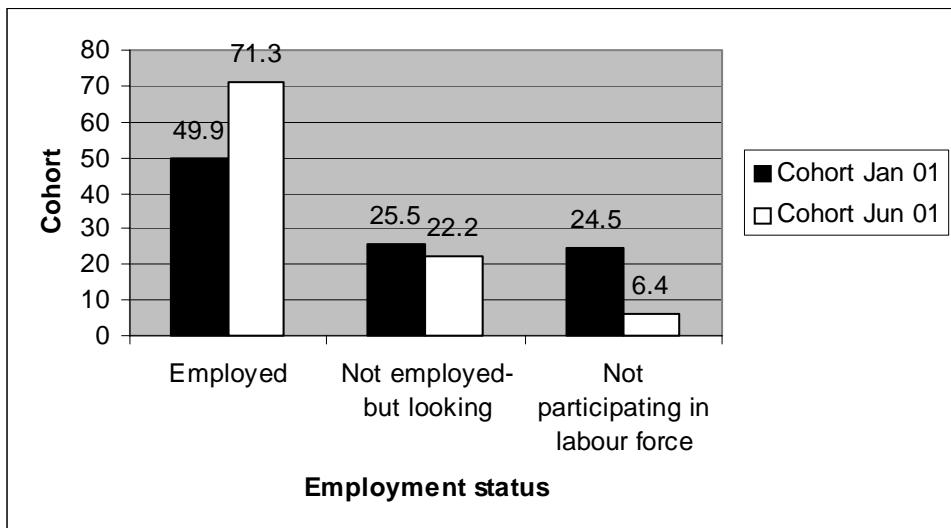
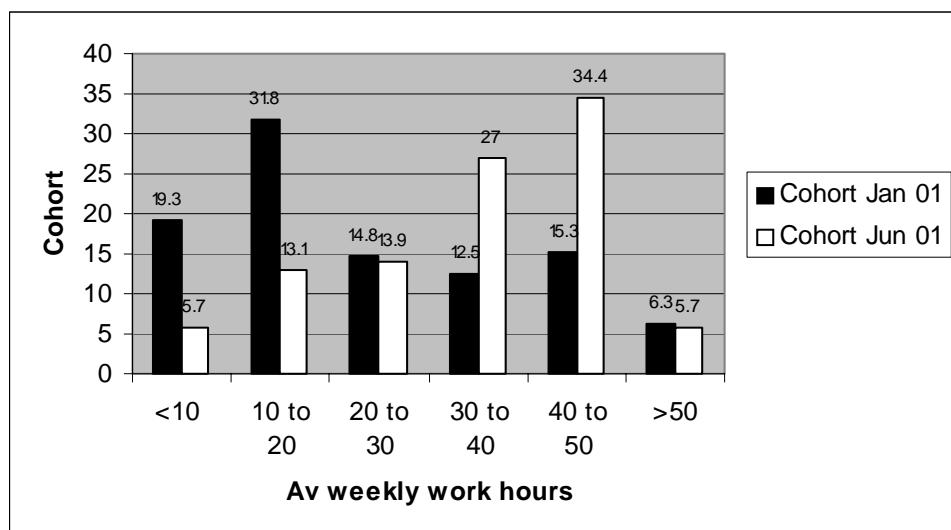


Figure 6 Hours worked per week: Cohort Jan 01 vs Jun 01



Respondents were asked to describe their main civilian job. For ease of reporting this information, the responses to these items have been classified in accordance with the Australian Bureau of Statistics' Australian Standard Classification of Occupations (1997). Table 9 lists the classifications of the occupations reported by the respondents for both Cohorts.

Table 9 Civilian occupations: Cohort Jan 01 vs Jun 01⁵

Occupational Category	Percent (No. of respondents): Cohort Jan 01	Percent (No. of respondents): Cohort Jun 01
Managerial and administrators	0.6 (1)	1.7 (2)
Professionals	12.2 (20)	6.9 (8)
Associate professionals	11.1 (18)	15.5 (18)
Tradespersons and related workers	15.2 (25)	20.7 (24)
Advanced clerical and service workers	1.8 (3)	Nil
Intermediate clerical and service workers	9.1 (15)	9.5 (11)
Intermediate production and transport workers	0.6 (1)	9.5 (11)
Elementary clerical, sales and service workers	40.9 (67)	27.6 (32)
Labourers and related workers	8.5 (14)	7.8 (9)

A full list of the civilian occupations of the Cohort Jun 01 respondents is at Annex C.

There are a number of differences in the types of occupations between Cohort Jan 01 and Jun 01 respondents. 6.9% of Cohort Jun 01 respondents are employed as “professionals”, as compared to 12.2% of Cohort Jan 01 respondents. Further, 27.6% of Cohort Jun 01 respondents are employed as elementary clerical, sales and service workers, as compared to 40.9% of Cohort Jan 01 respondents.

Employed respondents were asked a number of questions relating to their employer’s support for their Reserve service. The distribution of responses to these questions for both Cohorts are shown in Figures 7, 8 and 9.

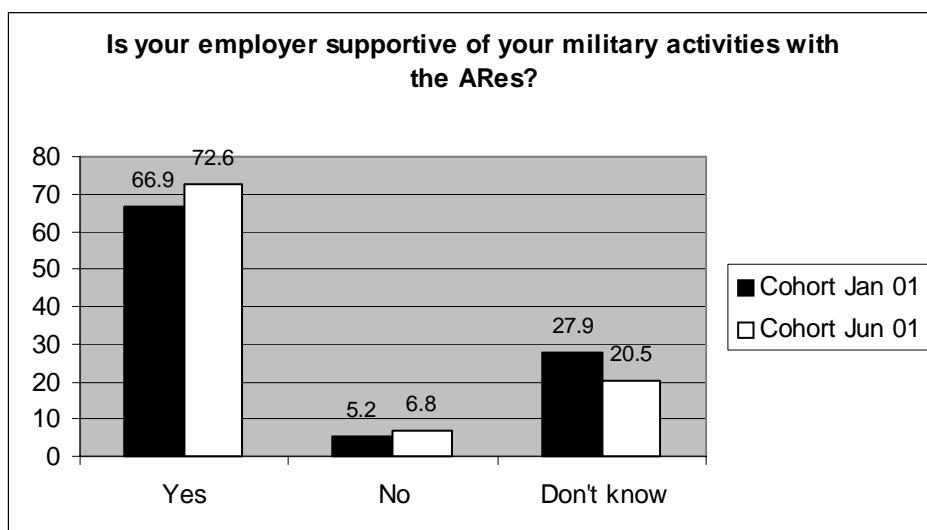
5. For Cohort Jan 01, 12 respondents did not specify their occupation. For Cohort Jun 01, 6 did not specify their occupation.

Figure 7 Employer knowledge of ARes service (Q5.8): Cohort Jan 01 vs Jun 01



Figure 7 illustrates that for Cohort Jun 01 respondents, most (91.0%) respondents' employers are aware of their ARes service. Differences in responses between Cohorts Jan 01 and Jun 01 for this items were negligible.

Figure 8 Employer attitudes towards ARes service (Q5.9): Cohort Jan 01 vs Jun 01



As shown in Figure 8, for Cohort Jun 01, while most (72.6%) respondents' employers are supportive of their ARes service, one-fifth (20.5%) reported that they did not know whether their employer is supportive. A higher proportion of respondents from Cohort Jan 01 did not know whether their employer is supportive (27.9%).

Figure 9 Employer attitudes towards ARes service (Q5.10): Cohort Jan 01 vs Jun 01

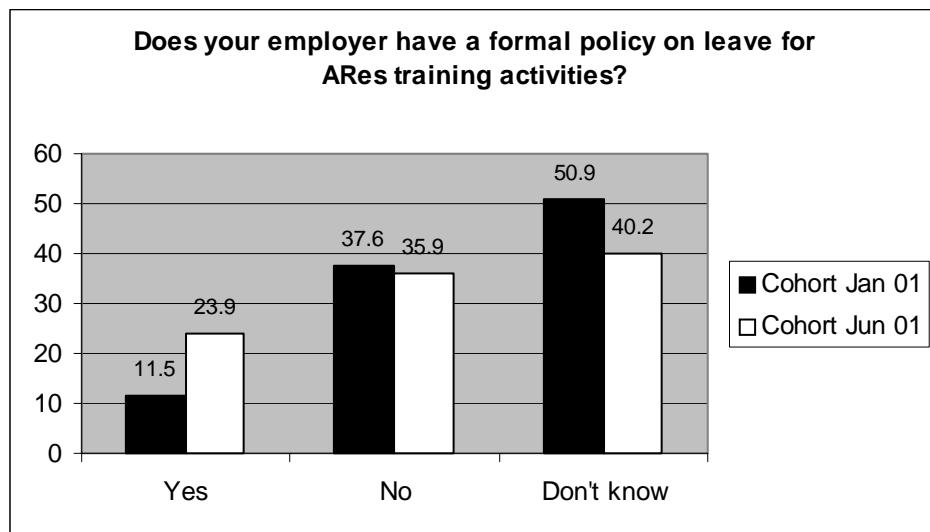


Figure 9 shows that 40.2% of Cohort Jun 01 respondents do not know whether their employer has a formal ARes leave policy, while over one-third (35.9%) of respondents reported that their employer does not have a formal ARes leave policy. For the 14 APS employees in the cohort, 85.7% (12) reported that their employer had a formal policy for ARes leave.

A comparison of responses to this item between Cohorts Jan 01 and Jun 01, shows that while 23.9% of Cohort Jun 01 respondents reported that their employer has a formal ARes leave policy, a much smaller proportion (11.5%) of Cohort Jan 01 respondents reported the same. Additionally, 40.2% of Cohort Jun 01 respondents said that they didn't know whether their employer has a formal ARes leave policy, in contrast to 50.9% of Cohort Jan 01 respondents.

Knowledge of Defence legislation and conditions of Reserve service

Cohort Jun 01 respondents were asked to indicate whether they had heard of two new Defence Acts relating to Reserve service; the Defence Legislation Amendment (Enhancement of the Reserves and Modernisation) Act 2001, and the Defence Reserve Service (Protection) Act 2001. 41.5% (71) of respondents reported that they had heard of both of these Acts, while 47.4% (81) reported that they had heard of neither of these Acts. A small minority reported that they had heard of only one of these Acts (6.4% had heard of the Defence Legislation Amendment (Enhancement of the Reserves and Modernisation) Act 2001 only; 4.7% had heard of the Defence Reserve Service (Protection) Act 2001 only).

Respondents were also asked to indicate whether their employer (or themselves if self-employed) had received the Employer Support Payment (ESP) at any time since they had joined the ARes. 54.4% (68) of the respondents who are employed reported that this payment had not been received, while 44.8% (56) of respondents said that they did not know whether this payment had been received. One respondent reported that they/their employer had received the ESP.

29.4% (37) of employed respondents indicated that their employer was aware of their obligation to not discriminate against Reservists and ensure that their employment is protected. In contrast, 54.8% (69) of respondents said that they did not know whether their employer knows of these legal obligations, while 15.8% (20) of respondents reported that their employer was not aware of these legal obligations.

Income

Table 10 displays the level and source of income for Cohort Jan 01 and Jun 01 respondents.

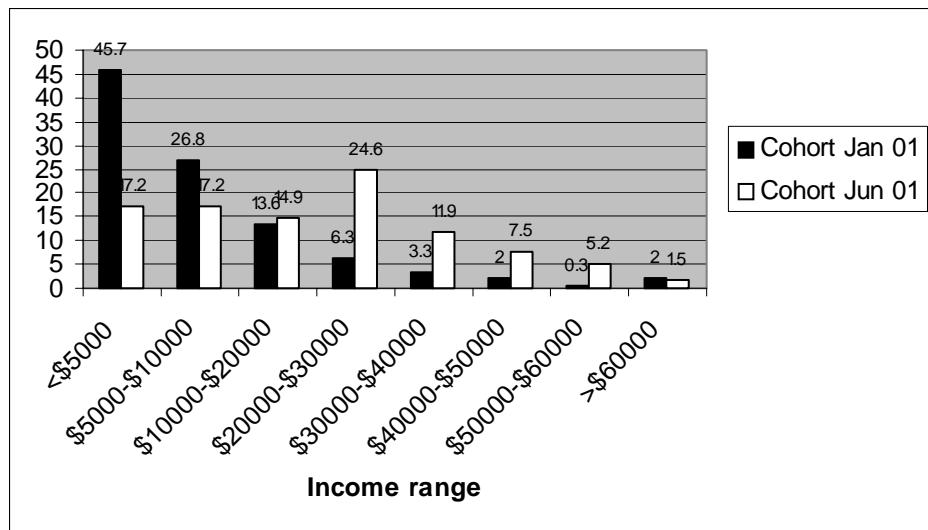
Table 10 Income level: Cohort Jan 01 vs Jun 01⁶

Income level	Percent (No. of respondents): Cohort Jan 01	Percent (No. of respondents): Cohort Jun 01
Less than \$5000	45.7 (138)	17.2 (23)
\$5000 to less than \$10000	26.8 (81)	17.2 (23)
\$10000 to less than \$20000	13.6 (41)	14.9 (20)
\$20000 to less than \$30000	6.3 (19)	24.6 (33)
\$30000 to less than \$40000	3.3 (10)	11.9 (16)
\$40000 to less than \$50000	2.0 (6)	7.5 (10)
\$50000 to less than \$60000	0.3 (1)	5.2 (7)
More than \$60000	2.0 (6)	1.5 (2)

Table 10 shows that almost half (49.3%) of Cohort Jun 01 respondents earn less than \$20000 annually, and the majority (73.9%) of respondents earn less than \$30000 per year. In contrast, 14.1% (24) of respondents reported that they expect to rely on their ARes income to help pay for day to day living expenses.

6.Respondents were informed that answering this question was optional. For Cohort Jun 01, 37 respondents did not answer this question. 55 did not answer for Cohort Jan 01.

Figure 10 Income level: Cohort Jan 01 vs Jun 01



17.2% of Cohort Jun 01 respondents earn less than \$5000, while 50.7% earn more than \$20000. In comparison, 45.7% of Cohort Jan 01 respondents reported that they earn less than \$5000 annually, and 13.9% earn \$20000 or more. These differences are displayed in Figure 10.

Table 11 displays the income source for Cohorts Jan 01 and Jun 01.

Table 11 Income source: Cohort Jan 01 vs Jun 01

Source of income	Percent (No. of respondents): Cohort Jan 01	Percent (No. of respondents): Cohort Jun 01
Wages or salary from civilian job	58.9 (202)	79.6 (133)
Wages from your time in the ARes so far	8.7 (30)	3.6 (6)
Own unincorporated business or share in partnership	1.4 (5)	1.8 (3)
Social security benefit/allowance/s	25.4 (87)	13.2 (22)
Any other regular source	4.7 (16)	1.8 (3)

While 79.6% of Cohort Jun 01 respondents cite wages or salary as their main income source, a smaller proportion (58.9%) of Cohort Jan 01 respondents' income comes from the same source. Another difference between the two Cohorts can be seen in the proportion of respondents who rely on social security benefits or allowances for income, with 13.2% of Cohort Jun 01 respondents reporting this as their main income source, compared to 25.4% of Cohort Jan 01 respondents.

Corps

The distribution of respondents by Corps is presented in Table 12.

Table 12 Corps: Cohort Jan 01 vs Jun 01

Corps	Percent (No. of respondents): Cohort Jan 01	Percent (No. of respondents): Cohort Jun 01
RAAC	6.7 (24)	8.3 (14)
RAA	11.5 (41)	6.0 (10)
RAE	7.6 (27)	7.7 (13)
RA Sigs	5.0 (18)	4.8 (8)
RA Inf	43.3 (154)	42.9 (72)
RACT	11.2 (40)	15.5 (26)
RAAMC	5.3 (19)	3.6 (6)
RAAOC	4.8 (17)	4.2 (7)
AACC	2.2 (8)	0.6 (1)
RAEME	Nil	3.6 (6)
RACMP	0.3 (1)	1.8 (3)
Aust Int	Nil	0.6 (1)
AABC	0.6 (2)	0.6 (1)
RAADC	0.6 (2)	Nil
RAAPC	0.6 (2)	Nil
AA Psych	0.3 (1)	Nil

Prior military exposure

Respondents were asked to indicate details of any prior military service. Overall, ten Cohort Jun 01 respondents reported having prior military service. Six of these had prior service in the ARes, while a further two had prior service in the ARA. Another two respondents had served in a foreign Defence Force. Their length of service ranged from 1 to 11 years, and their ranks ranged from Recruit to Corporal.

18.6% (31) of Cohort Jun 01 respondents reported that they had applied for the ARA in the past, while more than one quarter (28.3%; 138) of respondents said that they had previously belonged to the Australian Cadet Corps.

In contrast to this, one Cohort Jan 01 respondent reported serving with the ARA, while a further 3 respondents reported that they had served in the ARes. 10.4% (37) of Cohort Jan 01 respondents reported that they had applied for the ARA in the past, while 20.7% (74) of Cohort Jan 01 respondents said that they had previously belonged to the Australian Cadet Corps.

95.7% (155) of Cohort Jun 01 respondents began recruit training between April and June 2001. Four further respondents had commenced recruit training during the year 2000, while another three began in March 2001.

Table 13 Types of leave taken to undergo recruit training⁷: Cohort Jan 01 vs Jun 01⁸

Leave type	Percent (No. of respondents): Cohort Jan 01	Percent (No. of respondents): Cohort Jun 01
Paid Reserve leave	3.1 (11)	11.1 (19)
Other paid leave (e.g., annual, recreation, special, long service leave)	6.2 (22)	17.5 (30)
Unpaid Reserve leave	2.8 (10)	6.4 (11)
Other unpaid leave (e.g., general leave without pay)	19.3 (69)	29.8 (51)
Not applicable (e.g., student, own business etc)	72.5 (259)	43.9 (75)

Respondents were asked to indicate what types of leave they had used to undergo their 45 day recruit training course at ARTC. Table 13 lists the responses to this item.

While 11.1% of Cohort Jun 01 respondents used paid Reserve leave to undergo recruit training, a lower proportion (3.1%) of Cohort Jan 01 respondents used this type of leave. In addition, a greater proportion of Cohort Jun 01 respondents used both paid (17.5%) and unpaid leave (29.8%) than Cohort Jan 01 respondents (6.2% paid and 19.3% unpaid). These differences may be partially explained by the higher proportion of Cohort Jan 01 respondents (72.5%) who indicated that this item was not

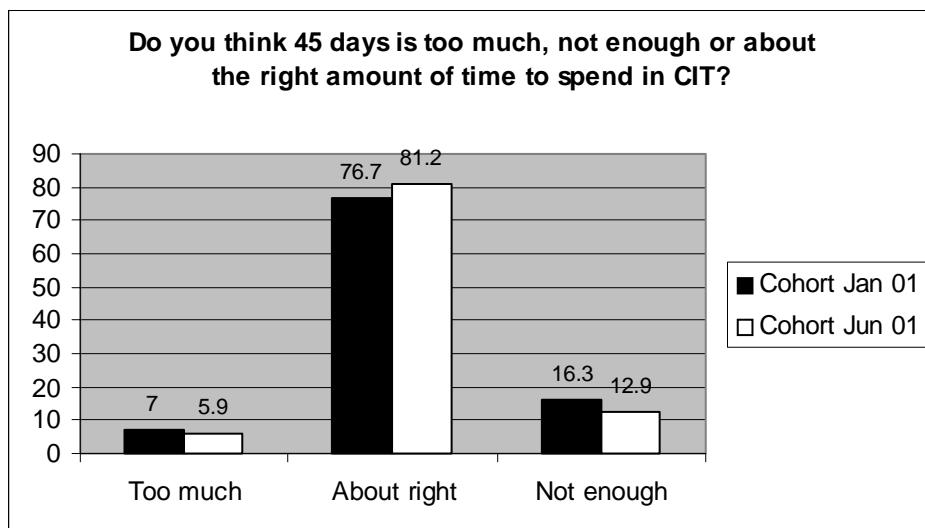
7.CIT refers to both the 45 day recruit training course at ARTC Kapooka, and also trade/corps specific Initial Employment Training (IET). While the survey questions refer to recruit training as “CIT”, the term “recruit training” is used in this section to avoid possible misinterpretation of the results as also relating to IET.

8.Percentages equal to more than 100 as respondents were able to select more than one leave type.

applicable due to being a student or self-employed, in comparison to 43.9% of Cohort Jun 01 respondents.

Respondents' attitudes towards the length and pace of recruit training were measured via a series of items in the survey. Figures 11 and 12 illustrate the responses to these items for both Cohorts.

Figure 11 Attitudes towards recruit training (Q 8.3): Cohort Jan 01 vs Jun 01



As can be seen in Figure 11, the majority (81.2%) of respondents believe that 45 days was about the right amount of time to spend in recruit training. Responses from Cohort Jan 01 to this item were similar, with 76.7% of respondents reporting that 45 days is about right, 16.3% reporting that 45 days is not enough, and 7.0% saying that 45 days is too much.

Figure 12 Attitudes towards recruit training (Q8.5): Cohort Jan 01 vs Jun 01

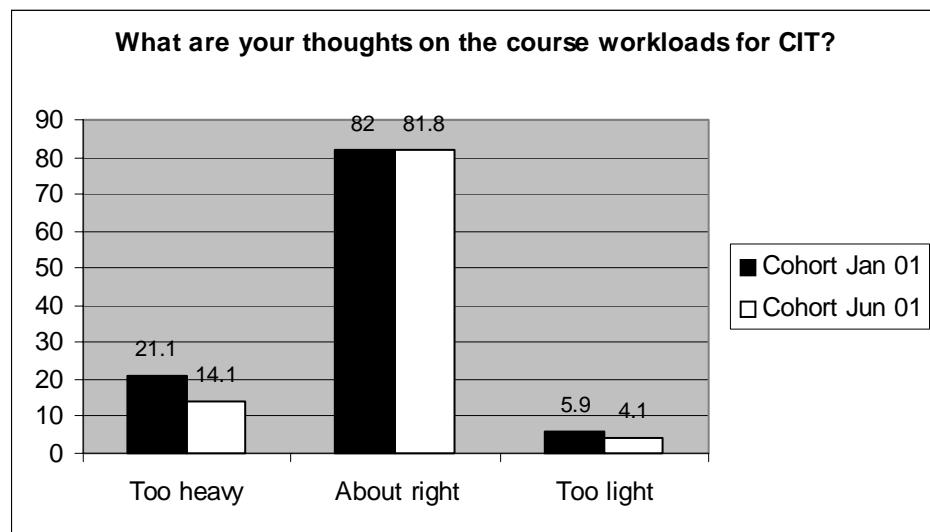


Figure 12 illustrates that for Cohort Jun 01, most (81.8%) respondents believe that the course workloads for recruit training are about right. This data is highly similar to that of Cohort Jan 01, in that 82.0% of respondents said that the course workloads are about right, 5.9% reported that they are too light, and 12.1% reported that they are too heavy.

For Cohort Jun 01, respondents who reported that they believed 45 days was 'not enough' or 'too much' time to spend in recruit training were invited to briefly explain why. Like the comments made by Cohort Jan 01, many comments from those who reported that 45 days was not long enough for recruit training expressed concern over the intensity of the training and the large amount of information that needed to be assimilated in a short time. In contrast, some participants felt that 45 days was too long to spend at ARTC, due to the difficulty of arranging the time away from their work and/or study commitments to do recruit training for a continuous 45 day period. A selection of the comments is presented below.

Respondents' comments about recruit training: Cohort Jun 01

"I believe the course is too short. Certain areas could be taught extensively such as drill, navigation, weapons, bayonet assault fighting and more work as a section."

"I think about another week, because I just got the hang of a couple of things a bit late (espec drill). Then again, fatigue is a factor too."

“It is very difficult to take a break of that size while studying as it leaves no choice but to take a semester off.”

“The amount of learning required in such a short amount of time does not allow for a good understanding of the subjects being taught.”

“I believe the course should be longer but with the same things taught to ensure more confidence and adaptation to Army life.”

“Too much because 45 days is too long a time for Reservists to commit due to work and other commitments. The training should be condensed, seems too long and stretched out.”

Preparedness for deployment

92.4% (158) of respondents reported that they would be prepared to serve on an overseas war-like operational deployment, as opposed to 7.6% (13) of respondents who said that they were not prepared to deploy. The proportion of Cohort Jun 01 respondents willing to deploy is slightly higher than that for Cohort Jan 01 (86.2% reported a willingness to deploy). There was little difference in willingness to deploy depending on marital status and whether respondents have dependent/s. Respondents who indicated that they would be willing to deploy were also asked to how long they would be able to deploy. Table 14 displays the responses to this item.

Table 14 Length of time able to deploy: Cohort Jan 01 vs Jun 01

Time	Percent (No. of respondents): Cohort Jan 01	Percent (No. of respondents): Cohort Jun 01
Indefinitely/as long as is required	46.2 (142)	46.5 (72)
1-3 months	31.9 (98)	29.7 (46)
4-6 months	13.7 (42)	17.4 (27)
7-12 months	5.9 (18)	3.9 (6)
13-18 months	Nil	Nil
19-24 months	2.3 (7)	2.6 (4)

As indicated by Table 14, differences in length of time able to deploy between Cohorts Jan 01 and Jun 01 were negligible.

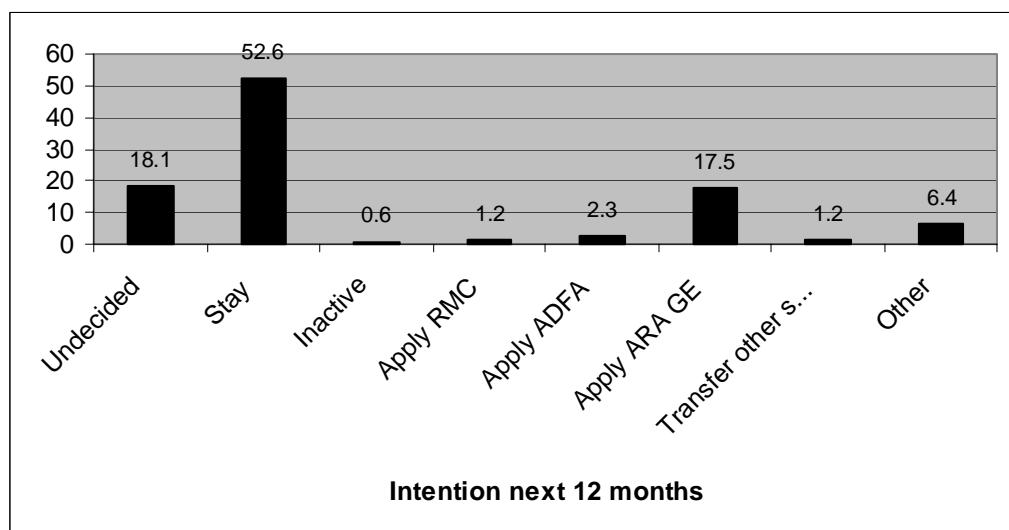
For Cohort Jun 01, there were few differences among respondents who are married and/or have children in terms of willingness to deploy. 66.7% of married respondents, and 57.1% of respondents in defacto relationships

reported that they were willing to deploy indefinitely/as long as required, compared to 42.3% of single respondents. Also, 56.5% of respondents with child/ren reported that they were willing to deploy indefinitely/as long as required, in contrast to 44.7% of respondents with no children.

Intentions for future service

Respondents were asked a series of questions on their future intentions regarding ARes service, and the factors that may influence their decision to either continue serving, discharge, or transfer to inactive service. The intentions of the Cohort Jun 01 respondents regarding future ARes service are presented in Figure 13.

Figure 13 Cohort Jun 01: Intentions regarding future ARes service



As indicated in Figure 13, over one half (52.6%; 90) of Cohort Jun 01 respondents intend to remain in the ARes, while 18.1% (31) are undecided about their future ARes careers. Overall, over one-fifth (21.0%; 36) of respondents indicated that they intend to transfer to the ARA in the next 12 months (Australian Defence Force Academy, Royal Military College and General Entry). Of the 6.4% (11) of respondents who said that they had 'Other' intentions for future service, all but one reported that they intended to transfer to the ARA in more than 12 months' time. As such, over one-quarter (26.9%; 46) of the respondents intend to transfer to the ARA overall.⁹

9. Respondents who indicated that they intend to go inactive were asked to provide a brief explanation of their reasons for this. Only one respondent indicated an intention to go inactive, but did not provide an explanation for this.

Figure 14 displays the comparison data for Cohorts Jan 01 and Jun 01 for future service intention, while Figure 15 displays the combined data for both Cohorts (that is, for all 528 survey respondents).

Figure 14 Intentions for future service: Cohort Jan 01 vs Jun 01

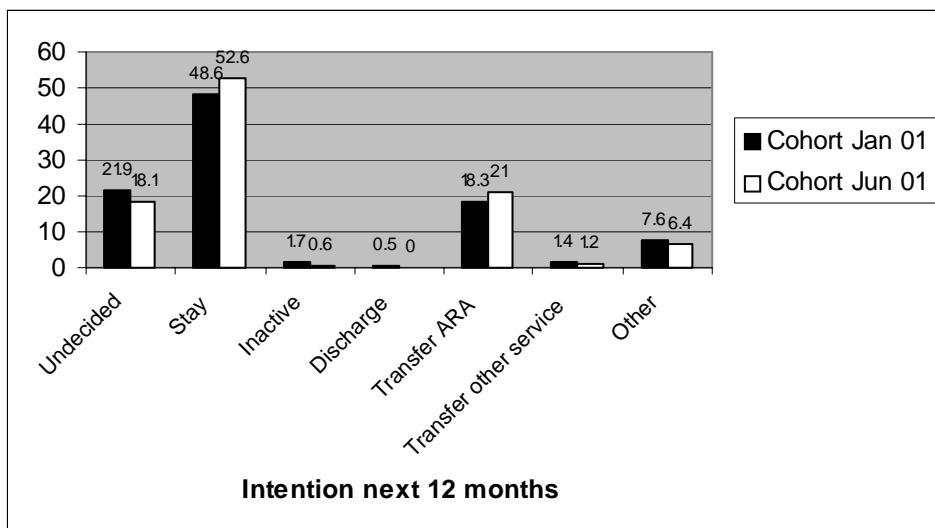
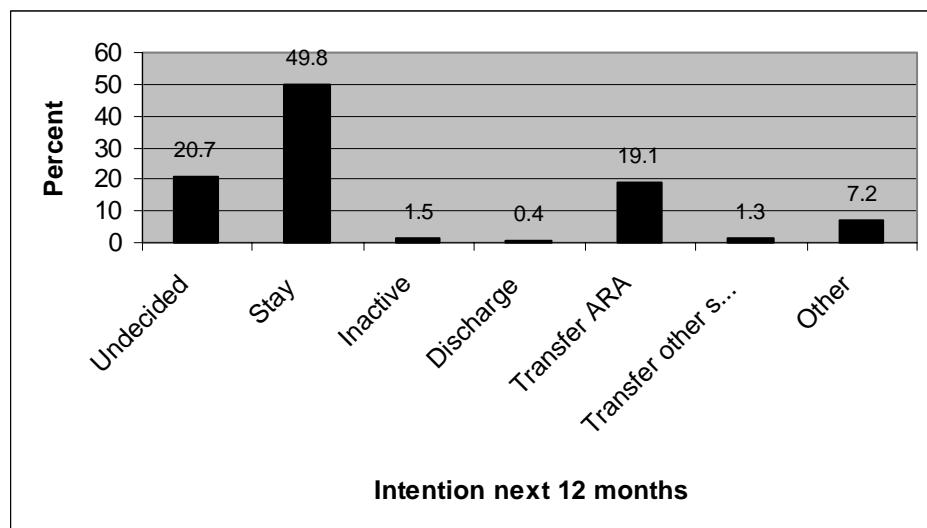


Figure 15 Combined Cohort Jan 01 and Jul 01 data – Intentions for future service

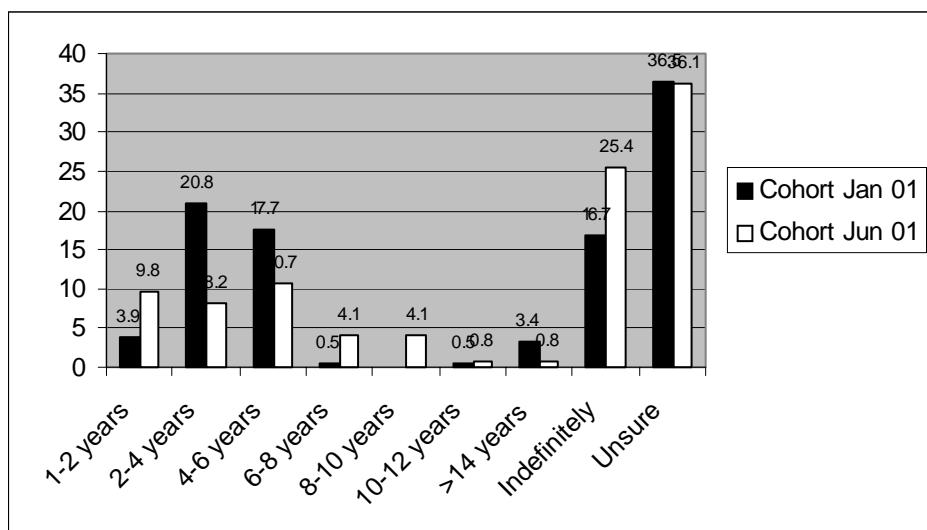


Respondents who reported that they intended to remain in the ARes or go inactive indicated how many years they intend to serve in the ARes. Table 15 shows how long respondents from both Cohorts intend to continue serving in the ARes.

Table 15 Years intended to serve in the ARes: Cohort Jan 01 vs Jun 01

Years	Percent (No. of respondents): Cohort Jan 01	Percent (No. of respondents): Cohort Jun 01
1 – less than 2 years	3.9 (8)	9.8 (12)
2 – less than 4 years	20.8 (42)	8.2 (10)
4 – less than 6 years	17.7 (36)	10.7 (13)
6 – less than 8 years	0.5 (1)	4.1 (5)
10 – less than 12 years	0.5 (1)	0.8 (1)
14 years or more	3.4 (7)	0.8 (1)
Indefinitely	16.7 (34)	25.4 (31)
Unsure	36.5 (74)	36.1 (44)

For Cohort Jun 01, Table 15 indicates that over a third (36.1%; 44) of respondents are unsure of how long they might stay in the ARes, while one-quarter (25.4%; 31) intend to continue serving in the ARes indefinitely.

Figure 16 Time intended to serve: Cohort Jan 01 vs Jun 01

While 28.7% of Cohort Jun 01 respondents indicated that they intend to serve for 6 years or less, 42.4% of Cohort Jan 01 respondents indicated the same. Additionally, 15.7% of Cohort Jun 01 respondents intend to serve for more than 6 years, in contrast to 4.4% of Cohort Jan 01 respondents. Also, while 25.4% of Cohort Jun 01 respondents intend to serve in the ARes indefinitely, this is in contrast to the 16.7% of Cohort Jan 01 respondents who indicated the same. Figure 16 illustrates the differences in responses to this item between Cohorts.

From a list presented in the survey, respondents reported their reasons for remaining in the ARes. Table 16 presents the responses to this item.

Responses to this item by Cohort Jun 01 respondents were highly similar to those of Cohort Jan 01. The top nine reasons listed in Table 16 above were also listed in the top ten reasons for staying cited by Cohort Jan 01 respondents. The top four reasons for staying for Cohort Jun 01 are the same top four reasons cited by Cohort Jan 01 respondents.

Respondents were also asked to indicate what factors might make them to leave the ARes. Table 17 lists all of the responses to this item for both Cohorts.

Table 16 Reasons for staying in the ARes: Cohort Jan 01 vs Jun 01¹⁰

Reason: Cohort Jan 01	Percent (No. of respondents): Cohort Jan 01	Reason: Cohort Jun 01	Percent (No. of respondents): Cohort Jun 01
To do challenging or interesting work	57.4 (205)	To do challenging or interesting work	60.8 (104)
To serve the country	45.4 (162)	To serve the country	51.5 (88)
Travel and new experiences	45.4 (162)	Travel and new experiences	43.3 (74)
To test myself physically or mentally	41.5 (148)	To test myself physically or mentally	40.4 (69)
Extra spending or savings money	37.5 (134)	The opportunity for self development	36.3 (62)
The opportunity for self-development	36.7 (131)	The chance to serve on active duty/deployment	35.7 (61)
The chance to serve on active duty/deployment	35.0 (125)	Extra spending or savings money	33.9 (58)
Money for tertiary studies	28.9 (103)	The comradeship	32.7 (56)
The excitement	27.7 (99)	The excitement	27.5 (47)
The comradeship	27.2 (97)	Obtaining skills that would help me in my civilian job	24.6 (42)
Obtaining skills that would help get a civilian job	25.2 (90)	The discipline	22.2 (38)
Just for the enjoyment of the ARes	25.2 (90)	The chance to use military equipment	19.3 (33)
Obtaining skills that would help in my civilian job	23.2 (83)	Obtaining skills that would help me get a civilian job	18.7 (32)
Money for basic expenses	23.2 (83)	The promotion opportunities	18.1 (31)
The promotion opportunities	23.0 (82)	Just for the enjoyment of the ARes	17.0 (29)
The social life	21.3 (76)	Being with friends who joined	14.6 (25)
The discipline	21.0 (75)	The social life	14.6 (25)
Being with friends who joined	18.5 (66)	Money for basic expenses	13.5 (23)
The chance to use military equipment	16.5 (59)	Military tradition in the family	11.7 (20)
Helping me gain entry to the ARA	16.2 (58)	Money for tertiary studies	8.2 (14)
Military tradition in the family	10.1 (36)	Helping me gain entry to the ARA	8.2 (14)
The lack of other employment opportunities	3.6 (13)	The lack of other employment opportunities	2.3 (4)
Other	2.0 (7)	Other	1.8 (3)

10. Total percentages add to more than 100% as respondents were able to select more than one item

Figure 17 Factors that may encourage separation from the ARes: Cohort Jan 01 vs Jun 01¹¹

Reason: Cohort Jan 01	Percent (No. of respondents): Cohort Jan 01	Reason: Cohort Jun 01	Percent (No. of respondents): Cohort Jun 01
To join the regular forces	45.7 (163)	To join the regular forces	45.6 (78)
The time commitment conflicting with my civilian job	39.2 (140)	The time commitment conflicting with my civilian job	38.0 (65)
Training being boring and repetitive	35.0 (125)	Training being boring and repetitive	35.1 (60)
Treated unfairly	30.8 (110)	Treated unfairly	30.4 (52)
Inadequate pay	31.4 (112)	Inadequate pay	29.2 (50)
Poor training standards	27.7 (99)	Poor training standards	24.0 (41)
Lengthy delays between parading and payment	22.7 (81)	Insufficient training days	23.4 (40)
Unrealistic training	20.2 (72)	Lengthy delays between parading and payment	20.5 (35)
Shortage of Equipment	18.8 (67)	The contribution of the ARes not recognised	18.7 (32)
Ability not recognised	18.5 (66)	Lack of support from my civilian employer	18.1 (31)
Inconvenient unit location	18.5 (66)	Active discouragement from my family/spouse	17.5 (30)
Insufficient training days	16.8 (60)	Ability not recognised	17.5 (30)
Lack of support from my civilian employer	16.5 (59)	Unrealistic training	17.0 (29)
The contribution of the ARes not recognised	16.2 (58)	Shortage of equipment	17.0 (29)
Poor promotion prospects	16.0 (57)	Poor promotion prospects	16.4 (28)
Active discouragement from my family/spouse	14.0 (50)	Inadequate benefits other than pay	15.8 (27)
Poor equipment	12.9 (46)	Poor equipment	15.2 (26)
Inadequate benefits other than pay	12.6 (45)	Inconvenient unit location	12.3 (21)
The time commitment conflicting with my leisure time	10.9 (39)	The time commitment conflicting with my leisure time	9.9 (17)
None of the above	4.2 (15)	None of the above	6.4 (11)
Other	3.9 (14)	Other	1.8 (3)

11. Total percentages add to more than 100% as respondents were able to select more than one item

Responses to this item by Cohort Jun 01 respondents were highly similar to those of Cohort Jan 01. The top six reasons listed by Cohort Jun 01 above were also listed in the top ten reasons for staying cited by Cohort Jan 01 respondents. The top six reasons for staying for Cohort Jun 01 are the same top six reasons cited by Cohort Jan 01 respondents.

Characteristics of respondents who intend to go inactive or discharge

Given that only one respondent from Cohort Jun 01 indicated that they intend to switch to inactive service in the next 12 months, separate demographic and attitudinal data can not be presented in this report, due to the possibility that this individual could be identified by their responses.

General survey comments

Respondents were invited to make general comments at the end of the survey. These could refer to the structure and/or content of the survey itself, the study in general, or any aspect of ARes life. Although a minority of respondents made general comments, the themes that were evident were:

- CIT (including comments on recruit and Initial Employment Training),
- Personnel administration/career management, and
- Employer support for ARes service.

A selection of general comments made by the survey respondents is presented at Annex C.

DISCUSSION

This report presents a descriptive profile of the second cohort of participants in this study of retention and wastage among junior ARes soldiers. The data collected from this second cohort of soldiers fulfils a dual objective: to increase the overall sample size of the study, and to improve the representativeness of the study participants. Due to both anecdotal evidence and intuitive reasoning, it was hypothesised that differences may exist between those who choose to undergo a lengthy period of initial Army training during the Christmas/New Year holiday period, and those who choose another time of year. Consequently, an objective of the current study was to collect data from new ARes soldiers during these two periods to improve the representativeness of the study's overall sample. Both the objectives described above have been met, in that the Cohort Jun 01 sample has made a satisfactory contribution to the overall study's sample, and the data collected has highlighted a number of differences between Cohorts Jan 01 and Jun 01.

The data presented in this report represents a baseline for Cohort Jun 01 respondents. However, it adds to that collected for Cohort Jan 01, such that a more representative profile of new ARes soldiers is beginning to emerge. While the interpretation of the data presented for Cohort Jan 01 required some degree of caution, greater confidence may be given to the combined and contrasted data presented in this report.

The following discussion summarises the pertinent demographic features of Cohort Jun 01 and highlights the main differences with Cohort Jan 01. This is followed by a synthesis of the information obtained for both Cohorts to provide an overview of retention issues identified by the study so far.

Demographic profile

While the majority of Cohort Jun 01 respondents are single, there is a greater proportion of Cohort Jun 01 respondents who are married, in a defacto relationship, and/or have children than in Cohort Jan 01. Cohort Jun 01 respondents were less likely than their Cohort Jan 01 counterparts to be studying, with almost one-third of Cohort Jun 01 respondents reporting to be currently studying, compared to almost three-quarters of Cohort Jan 01 respondents. Of those reporting to be studying, there was a relatively equal proportion studying full-time and part-time from Cohort Jun 01, whereas most of those studying from Cohort Jan 01 reported to be studying full-time.

The majority of Cohort Jun 01 respondents are employed on a full-time or part-time basis, and a greater proportion appear to work on a full-time

basis, when compared to Cohort Jan 01 respondents. This is consistent with the higher annual incomes reported by Cohort Jun 01. In contrast, over one-quarter of Cohort Jun 01 respondents are not employed, compared to one-half of Cohort Jan 01 respondents. Although less than one-quarter of Cohort Jun 01 respondents' employers have a formal Reserve leave policy, this proportion was considerably higher than that for Cohort Jan 01.

Overall, while the general demographic profile of Cohort Jan 01 respondents is that of young, single, low-income earning, tertiary students, Cohort Jun 01 respondents appear to have more diverse demographic characteristics in terms of employment, family and student status, and also income.

Despite these demographic differences, the reasons for serving cited by respondents for Cohort Jun 01 are very similar to those for Cohort Jan 01, therefore validating the research findings for Cohort Jan 01 in terms of what ARes members want to gain from their service. The dominant reasons for joining and continuing to serve in the ARes are a desire for challenging part-time work, personal development and a desire to serve the country. The view of ARes service as a first step towards a possible full-time service career still appears to be relevant, given the high proportion of respondents who indicated an intention to transfer to the ARA.

Retention and wastage issues

- 1 Data for the second Cohort has reinforced the first Cohort findings: while respondents' expectations of Army life appear to be realistic, lack of information and pre-enlistment uncertainty still appears to be a problem for a high proportion of respondents.*

Like those of Cohort Jan 01, most Cohort Jun 01 respondents believe that their military experiences so far have been as they expected, or better than expected. However, over one-third of respondents reported that they were unsure of what to expect of the ARes prior to joining.

As discussed in the report for Cohort Jan 01 (DSPPR Research Report 1/2001), this finding again reinforces a need for improved and increased communication and information, both from recruiting staff and units. This should assist in developing more realistic expectations of ARes life among enlistees, and ensure that they gain some familiarity with their unit (such as key personnel, march-in procedures, core functions and activities) before their first parade.

2 *A continuation of the public relations campaign is needed to promote and improve current awareness levels of new Defence legislation and conditions of Reserve service.*

Almost one-half of Cohort Jun 01 respondents reported that they were unaware of the Defence Legislation Amendment (Enhancement of the Reserves and Modernisation) Act 2001, and the introduction of new Defence legislation; Defence Reserve Service (Protection) Act 2001. However, given that these two Acts had only been passed in April 2001, and were not highly “newsworthy” outside of Defence in the civilian community, it is reasonable that awareness of them would not be widespread among respondents at the time that the survey was administered.

Knowledge and/or claiming of the Employer Support Payment (ESP), and anti-discrimination and employment protection legislation for Reservists appeared to be quite poor. In regards to the ESP, this is likely to be due to the fact that the ESP did not come into effect until 5 June 2001, and information about it may not be adequately provided during the recruiting process. This highlights that information about the ESP, and other conditions of Reserve service needs to be provided to ARes applicants during the recruitment process, as well as among currently serving members. It also highlights the importance of raising awareness of Reserve conditions of service among the general civilian community, as this may have a positive impact on recruitment rates.

3 *Data for the second Cohort has reinforced the first Cohort findings: most respondents believe the course workloads and length of recruit training are “About right”.*

Most respondents appeared to be satisfied with the length and pace of recruit training. For the respondents who did not believe the length and pace of the course were appropriate, their comments made reference to concerns over the high intensity of the course, and the impact this may have on the quality and assimilation of training. Respondents from Cohort Jun 01 also reinforced a concern initially expressed by Cohort Jan 01 respondents: spending 6 weeks away from family and work commitments in order to complete their recruit training is seen to many as a significant sacrifice.

4 *Most respondents from both Cohorts are willing to deploy, with almost half willing to deploy indefinitely.*

Willingness to deploy among the respondents overall is high, and having a spouse and/or family does not appear to impact on ability to deploy. While around 90% of respondents in this study reported a willingness to deploy, the Reserve Attitude Survey¹² found that 69.1% of respondents are prepared to serve overseas on combat duties. This difference could be explained by the higher proportion of single respondents in this study (92.0% of Cohort Jan 01; 78.4% of Cohort Jun 01 and 36.3% of Reserve Attitude Survey respondents are single), and the lower mean age for respondents in this study (20.4 years for Cohort Jan 01, 23.9 years for Cohort Jun 01, and 34.3 for Reserve Attitude Survey respondents). It is also possible that as the respondents of this study have just begun their ARes careers, their judgements about their future ability to deploy may be less realistic.

5 *Data for the second Cohort has generally reinforced the first Cohort findings: challenge, a chance to serve the country, travel, self-development and the opportunity to deploy overseas are incentives for continuing to serve in the ARes.*

These were the most highly endorsed reasons for continuing to serve in the ARes for Cohort Jun 01, and were generally consistent with those reported by Cohort Jan 01 respondents.

6 *Data for the second Cohort has reinforced the first Cohort findings: joining the regular forces, time conflict with civilian job, boring and repetitive training, unfair treatment, inadequate pay and poor training standards are regarded as factors which may encourage separation from the ARes.*

For both Cohorts “To join the regular forces” is the most commonly endorsed factor which may eventually result in separation from the ARes. Likewise, it is evident that the opportunity to engage in meaningful and challenging training is both a major attractor and incentive to continue serving. Despite the demographic differences between the two Cohorts the conflicting demands of ARes service and civilian commitments has been consistently cited as a factor which may result in separation.

Such observations reinforce the conclusions made for the Cohort Jan 01 results. Specifically, it appears that the provision of challenging and meaningful training may be the critical incentive to continue serving. That is, for individuals who experience difficulty balancing

12. The results for the 2001 Reserve Attitude Survey are reported in DSPPR Research Report 4/2001, which will be released in October 2001.

their civilian and ARes commitments, their continued commitment in the face of these difficulties may be reliant on a perception that ARes service is personally satisfying and rewarding, and therefore worth the sacrifices they make.

7 *Data for the second Cohort has reinforced the first Cohort findings: current uncertainty and indecision over future ARes service may be indicative of high wastage rates in the future.*

Overall, a synthesis of data for both Cohorts indicates that while only a small minority of respondents reported that they intend to discharge or go inactive, over one-third of respondents reported that they were unsure as to how long they intended to serve in the ARes, and one-fifth were undecided as to whether they will continue serving at all. As discussed in the report for Cohort 1 (DSPPR Research report 1/2001), this uncertainty may simply be due to lack of knowledge of ARes service post CIT. However, it may also reflect a lack of genuine commitment towards ARes service and ultimately, result in separation from the ARes.

Individuals who are uncertain about their future ARes commitment should be regarded as a critical group who could be at high risk of separating. These individuals may be concerned about how they will manage the demands of their civilian and ARes lives. In this case, such individuals may not be prepared to commit themselves to ARes service if their initial impressions of their units are not positive, or if they do not see any tangible incentives to attend parade nights right from the outset. Alternatively, uncertainty over future ARes service could be due to lack of information from and communication with their units during their time in training. As such, improved and increased communication from units to enlistees could be of equal importance.

SUMMARY AND RECOMMENDATIONS

In accordance with the aims of the study, the collection and analysis of data for a second Cohort have been of benefit, both in identifying any demographic differences between those who undergo CIT at different times of the year, and in evaluating the validity of results obtained for the first Cohort.

The results and conclusions in this report provide more conclusive information on the characteristics and attitudes of new ARes soldiers. However, in order to increase the generalisability of these findings, more baseline data will need to be collected from other ARes enlistees. Likewise, changes in the characteristics and attitudes of the respondents over time will need to be assessed. This will entail the following:

- Collection of baseline data from two Cohorts during 2002,
- Identification of longitudinal trends across and between each Cohort, and
- Establishment and evaluation of a database of self-reported “reasons for leaving”.

As such, it is the longitudinal information gained over the following years, particularly from actual behaviour (discharges) that will ultimately confirm (or refute) the retention issues identified in this report.

In light of the information presented in this report, the following recommendations are made to the project sponsors and other stake-holders responsible for the on-going management of ARes soldiers; that:

- ARes soldiers be given challenging and rewarding work and training opportunities;
- ARes soldiers be given as accurate and realistic expectations of CIT, and their ongoing training program and duties in their units as possible;
- Communication from gaining units to their new enlistees before and during CIT be increased; and
- Strategies to increase awareness of Defence legislation affecting ARes members continue to be reviewed, refined and developed, to determine their effectiveness, both within the Defence, and general civilian communities.

The following recommendations are made in regards to the future conduct of the study:

- That the study be continued in accordance with the original protocol for the proposed duration of the research.
- That the study incorporate the inclusion of an “exit survey” for wider use in the ARes to assess reasons for leaving. Primarily, while “reasons for leaving” will be measured as part of the Study of Retention among Army Reserve Soldiers,¹³ there is scope for the “exit survey” to be used at the unit or APA level during the discharge administration procedure. The incorporation of an “exit survey” in the discharge administration procedure has a number of potential benefits. Specifically gaining information on reasons for leaving may:
 - Assist both formation and unit commanders in identifying separation trends and causal factors for their region or unit;
 - Provide both DRES-A and DSPPR with comparative data to assist in evaluating the validity of the results of both the ARes officer and soldier retention studies; and
 - Provide information that may be used by DRES-A, and Defence Reserve Policy (DRP) for strategic personnel planning and policy development.
 - That the study incorporate the collection of qualitative information from the participants. Ideally, this should be conducted at a later stage of the research (early to mid 2002) via a series of regional, focus group interviews, facilitated by the project officer and a representative of DRES-A. The conduct of focus groups may be invaluable in helping validate the issues measured in the survey, and the way in which they are measured. Focus group interviews also allow for a “deeper” exploration of retention and morale issues, and provide study participants with an opportunity to express their individual views and opinions that may not be adequately tapped in a quantitative survey.

13. See Explanatory Note 2 at Annex A of DSPPR Research Report 1/2001 for an explanation of the content of the follow-up survey.

Annex A - ARes Soldier Study Questionnaire

ARes Soldier Study Form A



13641

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(after first entrv)

CaseId

Form A: Before You Joined

Section 1 : Reasons for joining

1.1 Thinking back to before you joined the GRes, which of the following best describe the reason/s why you joined? (Please select all that apply)

- 1. To test yourself physically and mentally
- 2. To do challenging or interesting work
- 3. Always wanted to be in the military
- 4. The chance to use military equipment
- 5. To try the GRes before deciding whether to join the ARA
- 6. Military tradition in the family
- 7. Parent/friend's encouragement
- 8. To serve the country
- 9. The chance to serve on active duty/deployment
- 10. Image portrayed by military personnel
- 11. Few or no civilian job opportunities
- 12. To make new friends
- 13. The social life
- 14. The discipline
- 15. The excitement
- 16. The comradeship
- 17. Helping me gain entry to the ARA
- 18. Missed out on entry to the ARA
- 19. GRes service was a natural extension of ARA service
- 20. Opportunity to work in a specific occupation
- 21. GRes skills training useful in current civilian employment
- 22. GRes skills training useful in obtaining civilian employment
- 23. To travel and have new experiences
- 24. Money for tertiary studies
- 25. Money for basic expenses
- 26. Extra spending or savings money
- 27. the opportunity for self-development
- 28. None of the above
- 29. Other (Please specify)

(Please print clearly)

1.2 Of all your reasons listed in question 1.1, which were the two most important reason/s why you joined? (Please write the number/s in the box/es below)

Reason 1

--	--

Reason 2

--	--

Section 2 : Expectations of GRES life

2.1 In general, have your military experiences been better or worse than you expected when you first joined the GRes?

- Much better
- Somewhat better
- About what you expected
- Somewhat worse
- Much worse
- Don't remember

2.2 So far, has the GRes been what you expected it would be like when you joined?

- Yes Q 3.1
- No Q 2.3
- Unsure Q 3.1

2.3 If no, in what ways has it been different?
(Please print clearly)

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(after first entrv)

A1

ARes Soldier Study Form B - Page 2



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(after first entrv)

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5.2 Do you work in more than one civilian job?

Yes
 No

5.3 Do you work in your own business?

Yes
 No

5.4 Do you work irregular hours, or is your work 'seasonal'?
(For example: work at certain times of the year only, irregular shift work etc.)

Yes
 No

5.5 How many hours do you work in (all) your civilian job(s) in a typical week?

Less than 10
 10 to less than 20
 20 to less than 30
 30 to less than 40
 40 to less than 50
 More than 50

5.6 Do you work for an Australian Public Service agency or department (in your main job)?:

No ☞ Q 5.7
 Commonwealth Public Service
 State/Territory Public Service
 Local Public Service (eg council)

5.7 Briefly, describe your main civilian job. (For example: data entry, health research, builder, farmer, bar person, finance manager etc.)
(Please print clearly)

5.8 Is your employer aware of your military activities with the GRes?

Yes
 No
 Don't Know
 Not applicable (self-employed etc) ☞ Q 5.11

5.9 Is your employer supportive of your military activities with the GRes?

Yes
 No
 Don't know

5.10 Does your employer have a formal policy on leave for GRes training activities?
(A formal policy may include the 'Defence Force Employer Support Scheme', the Public Service 'Leave for Defence Training' policy or similar.)

Yes
 No
 Don't know

In March 2001, new Defence Legislation relating to Reserve Service was introduced.

The Defence Legislation Amendment (Enhancement of the Reserves and Modernisation) Act 2001 is an amendment to existing legislation which extends the options available to the Government to call out the Reserves. The Reserves may now be called out to serve in a variety of functions, including war or war-like operations, defence emergency, non-warlike operations such as peacekeeping and other types of assistance such as civil emergencies or humanitarian aid. This Act also enables the Government to make payments to employers and self-employed Reservists; the Employer Support Payment (ESP), to reduce any financial disadvantage to employers of Reservists and self-employed Reservists due to Reserve service.

Secondly, the Defence Reserve Service (Protection) Act 2001 provides various forms of protection for Reservists in rendering Reserve service. This includes protection against discrimination from employers or potential employers, employment and/or education protection while on Reserve service and also financial liability protection.

**5.11 Are you aware of the Defence Acts described above?
(Please indicate only ONE of the options below)**

Defence Legislation Amendment (Enhancement of the Reserves and Modernisation) Act 2001
 Defence Reserve Service (Protection) Act 2001
 BOTH of the above Acts
 Neither of the above Acts

5.12 Has your employer (or you if self-employed) received the Employer Support Payment (ESP) at any time since you joined the GRes?

Not applicable - Not employed ☞ Q 6.1, Page B3
 Yes
 No
 Don't know

5.13 To your knowledge, is your employer aware of their obligations to not discriminate against Reservists and ensure employment protection for Reservists?

Yes
 No
 Don't know

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(after first entrv)

B2

ARes Soldier Study Form B - Page 3



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(after first entry)

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Section 6: Income

6.1 In which group would your personal income, from all sources, including GRes salary, for the last financial year (from 1 Jul 00 to 30 Jun 01) be closest to?
(Please do not include the income of your partner or members of your family.)

Note: This question is optional. If you would prefer not to disclose this information, please go straight to Q6.2

- Less than \$5, 000
- \$5, 000 to less than \$10, 000
- \$10, 000 to less than \$20, 000
- \$20, 000 to less than \$30, 000
- \$30, 000 to less than \$40, 000
- \$40, 000 to less than \$50, 000
- \$50, 000 to less than \$60, 000
- More than \$60, 000

6.2 What was your main source of income during the last financial year (ie the activity from which you derived most of your income)? (Please select only one response.)

- Wages or salary from civilian job (inc salary from own incorporated business)
- Wages from your time in the GRes so far
- Own unincorporated business or share in partnership
- Social security benefit/allowance/s
- Dividends or interest
- Military pension
- Any other regular source (please specify below)

(Please print clearly.)

--	--	--	--	--	--	--	--	--	--	--	--	--

6.3 Do you expect to rely on your GRes income to help pay for your basic, day to day living expenses?
(Basic, day to day living expenses might include food, rent, transport costs, basic clothing and other necessities.)

- Yes
- No

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(after first entry)

B3



ARes Soldier Study Form C - Page 2



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(after first entry)

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7.7 Have you ever applied to join the ARA?

- Yes
- No

7.8 Did you belong to the Australian Cadet Corps?

Did you belong to the Australian Cadet Corps?
(These may have been called Army Cadet Corps, Air Training Corps, Naval Reserve Corps)

- Yes
- No

Section 8 : Reserve Soldier Training

The next few questions refer to your Common Induction Training (CIT) (recruit training) at the Army Recruit Training Centre (ARTC).

8.1 When did you commence CIT (recruit training) at ARTC?

Month	Year
<input type="checkbox"/>	<input type="checkbox"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>
4 <input type="radio"/>	4 <input type="radio"/>
5 <input type="radio"/>	5 <input type="radio"/>
6 <input type="radio"/>	6 <input type="radio"/>
7 <input type="radio"/>	7 <input type="radio"/>
8 <input type="radio"/>	8 <input type="radio"/>
9 <input type="radio"/>	9 <input type="radio"/>
0 <input type="radio"/>	0 <input type="radio"/>

8.2 What types of leave did you use to meet your training requirements? (Please select as many as apply.)

- Paid Reserve leave - ie leave specifically for Reserve training
- Other paid leave - ie annual leave, recreation leave, personal leave, special leave, long service leave etc
- Unpaid Reserve leave - ie unpaid leave specifically for Reserve training.
- Other unpaid leave - ie general 'leave without pay'.
- Not applicable (eg student, own business, not employed in civilian position etc).

8.3 Do you think 45 days is too much, not enough, or about the right amount of time to spend in CIT?

- Too much
- About right
- Not enough

8.4 If you answered 'Too much' or 'Not enough' to question 8.3 please briefly explain why.
(Please print clearly).

8.5 What are your thoughts on the course workloads for CIT?

- The workloads are too heavy
- The workloads are about right
- The workloads are too light

8.6 Would you be prepared to serve on an overseas warlike operational deployment?

Yes No [Go to Q 9.1 Section 9 Page C3](#)

8.7 How long would you be able to go on deployment?

- Indefinitely/As long as required
- 1-3 months
- 4-6 months
- 7-12 months
- 13-18 months
- 19-24 months

STAFF-IN-CONFIDENCE
(after first entry)

C2

ARes Soldier Study Form C - Page 3



STAFF-IN-CONFIDENCE
(after first entry)

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Section 9 Your thoughts on Service Life...

9.1 What are your current intentions about continuing in the GRes? (Please select one only).

- I am undecided Q 9.4
- I intend to remain in the GRes Q 9.3
- I intend to switch to inactive service in the next 12 months Q 9.2
- I am on inactive service Q 9.2
- I intend to apply for discharge in the next 12 months Q 9.5
- I have applied for discharge Q 9.5
- I intend to apply for RMC in the next 12 months
- I intend to apply for ADFA in the next 12 months Q 9.5
- I intend to apply for ARA General Entry the next 12 months Q 9.5
- I intend to apply for the RAN/RAAF/ or either of their Reserve elements in the next 12 months Q 9.5
- Other (Please specify) Q 9.5

(Please print clearly).

9.2 If you intend to go on inactive service, or are on inactive service, please briefly explain why. (Please print clearly)

(Please print clearly).

9.3 At this point in time, how many years do you intend to serve in the GRes? Include the time you have already served.

- 1 - less than 2 years
- 2 - less than 4 years
- 4 - less than 6 years
- 6 - less than 8 years
- 8 - less than 10 years
- 10 - less than 12 years
- 12 - less than 14 years
- 14 years or more
- indefinitely
- unsure

9.4 People continue to serve in the GRes for many reasons. Please indicate whether each of the following are the main reason/s for your wanting to stay in the GRes? (Select as many as apply).

- To test myself physically or mentally
- To do challenging or interesting work
- To serve the country
- Obtaining skills that would help me in my civilian job
- Obtaining skills that would help me get a civilian job
- Military tradition in the family
- The promotion opportunities
- The chance to use military equipment
- Money for tertiary studies
- Money for basic expenses
- Extra spending or savings money
- Travel and new experiences
- The chance to serve on active duty/deployment
- Just for the enjoyment of the GRes
- The social life
- The discipline
- The excitement
- Helping me gain entry to the ARA
- The comradeship
- Being with friends who joined
- The opportunity for self-development
- The lack of other employment opportunities
- Other (please specify)

(Please print clearly).

STAFF-IN-CONFIDENCE
(after first entry)

C3

ARes Soldier Study Form C - Page 4



STAFF-IN-CONFIDENCE
(after first entry)

CaseId

9.5 People leave the GRes for many reasons. Please indicate if any of the following factors would influence you to leave the GRes.
(Select as many as apply).

- Insufficient training days
- The time commitment conflicting with my civilian job
- Lack of support from my civilian employer
- Active discouragement from my family/spouse
- The time commitment conflicting with my leisure time
- Inadequate pay
- Lengthy delays between parading and payment
- Inadequate benefits other than pay
- To join the Regular Forces (eg. ADFA, RMC, ARA GE)
- Poor equipment
- Training being boring and repetitive
- Poor training standards
- Shortage of equipment
- Unrealistic training
- Ability not recognised
- Poor promotion prospects
- Treated unfairly
- Inconvenient unit location
- The contribution of the GRes not recognised
- None of the above
- Other (Please specify)

(Please print clearly).

If you have any comments you would like to make, please use the comments section on the back of this page.

Thank you for your participation.

The End!

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(after first entry)

C4

ARes Soldier Study Form C - Page 5



24711

STAFF-IN-CONFIDENCE
(after first entry)

CaseId

Section 10 - Comments/Feedback

Do you have any comments or feedback that you would like to make about the issues canvassed in this survey? Unless you indicate otherwise these comments may be fed back anonymously to the survey sponsor or used as an anonymous quote in support of report findings.

I do not want my comments to be fed back anonymously to the Survey sponsor or used in the Survey report.

STAFF-IN-CONFIDENCE
(after first entry)

Annex B - Civilian Occupations

ACUPUNCTURIST
ADVERTISING
AIRCRAFT SERVICES OPERATOR
ARMED ESCORT ARMOURED VEHICLE
BABY SITTER
BAKER
BARWORK (6)
BRIS CITY COUNCIL
BUILDING INDUSTRY
BUTCHER (2)
CARPENTER (2)
CARPET LAYER
CIVIL ENGINEERING
COMPUTER SALES TECHNICIAN
COMPUTER SUPPORT
CONTAINER WASTE FORK DRIVER
CONTROL ROOM OPERATOR
COOK
CORRECTIVE SERVICES OFFICER
COURIER (2)
DATA ENTRY
DELIVERY DRIVER (3)
DRAFTSPERSON MAINTENANCE / CONSTRUCTION
ELECTRICIAN
ENROLLED NURSE
FACTORY WORKER (2)
FARMER (3)
FENCING CONTRACTOR
FINANCIAL CONSULTANT
FIREFIGHTER (2)
FITTER
FOOD PROCESSOR
GRAPHIC DESIGN (2)
HEALTH RESEARCH
HOSPITALITY
HOSPITALITY MANAGEMENT
HUMAN RESOURCE OFFICER
INDUSTRIAL SPRAYPAINTER
KITCHENHAND
LABORATORY TECHNICIAN
LABOURER (2)

LANDSCAPING
LIBRARY WORKER
LIFEGUARD
MAINTENANCE ON HYDRO TURBINES
MECHANIC (7)
NIGHTFILLER (2)
OFFICE ADMIN - INSURANCE
OFFICE ASSISTANT - TEMPORARY
OPERATIONS MANAGER
PACKAGING
PAINTING DECORATING
PANEL BEATER
PHOTO LAB OPERATOR
PIZZAHUT
PLUMBER
POLICE OFFICER (3)
POOL ATTENDANT
POSTIE
PRODUCTION WELDER
PROJECTIONIST
RETAIL MANAGER (5)
SALESMAN AND FORKLIFT OPERATOR
SCHOOL ASSISTANT
SECURITY GUARD (2)
SERVICE DEPT
SERVICES AND SOURCING
SHOP ASSISTANT (10)
SPECIAL SCHOOL TEACHER ASSISTANT
STATE ADMINISTRATOR
STOREPERSON
SUPERVISOR
SURFBOARD MAKER
SWIMMING TEACHER
TECHNICAL OFFICER
TRACK GUIDE AND SURVEYOR
TRUCK DRIVER (2)
WAITER/WAITRESS (4)
WELDER

Annex C - Soldiers' Comments

Common Induction Training

“Kapooka, there are long hard days, mostly every day. 6 weeks is enough”.

“The ARes inspired me because the training now is the same as ARA (e.g., 6 weeks ARTC). As a person who just left school that is convenient and good if you want to transfer to ARA”.

“It would be good to have RI's informed of Reservists' IET information as they are often ill-informed re: Reservists' further training”.

“Kapooka to me has been hard at times, but easy at other times. It's been flying by sometimes, other times it goes really slow so I'm unsure about the time frame of Kapooka. I think it depends entirely on the individual, if 45 days is too long or short”.

“I dislike the lack of respect that is pointed at the ARes soldiers! I also believe some equipment should be issued the same as ARA i.e, Trunks, because we all still go to IET and do the same as them”.

“I think that combined training with ARA and ARes members is a good idea, allowing for all soldiers to be of the same standard, and to be ready for active deployment. However, I feel at the recruiting stage more information should be given regarding the basic training and the standards required by the time you leave. For example 7.5 on the beep test to get but you must pass a 2.5 km run in 12 min for males and 13 min for females. If we were aware of this, more training prior to enlistment could be undertaken. Also, the amount of testing and classroom lessons should be explained prior to going to Kapooka”.

“I enjoyed my time here at Kapooka. I love the physically and mentally challenging activities we took part in. Although, I found some things fairly tough at times and some things fairly hard to do – I loved the way the instructors would always push me to my limits and encourage me to NOT give up. I would love to spend a lot of time working with the Army Reserve”.

“My expectations were that training would be more physically demanding, a lot out field and harder. The course is pretty crammed up. I believe more time is needed to become more competent in skills required”.

Personnel administration/Career management

“The difficulty in transferring or any paper work related activity seems to be a very time consuming task”.

“I think that inter-corps transfers should be easier to obtain, as wider training for ARes members would keep people interested and when (if) bored of the training the option should be easier opened, to keep the ARes soldiers more motivated”.

“It was difficult to obtain information prior to joining, and still is. I would like to find out about my IET options”.

“I wish to do as many courses and exercises as possible to promote myself to be better and more worthwhile to the Army and help build towards my career as an officer in the Defence Forces after completion of my university degree”.

“I would change my mind about staying in the ARes if they gave me more parading days i.e, From say 70 days to maybe 125-150 days. Then I would stay ARes indefinitely”.

“Arranged with employer for the time off to do recruit training and IET’s in one go but informed here IET can’t start ‘til October which was most disappointing. But will get unit to chase it up on return. Hopefully they will get to it for me”.

Employer support for ARes service

“My employer, like most mining companies only allow 14 unpaid Army Reserve leave days per year. Unpaid days are useless, due to low Army pay. It would be good if employers could be encouraged to give this leave, thus supporting Australia”.

“When being accepted into the Army Reserve, and advised what date I would be leaving for Kapooka, I had very little information to pass onto my employer regarding leave. I took 4 weeks annual leave and 3 weeks unpaid. He was asking about benefits to the employer”.

Other general comments

“I believe that the Army offers the best opportunity for specialised training unavailable to me in civilian life. For example, training in the areas of first aid in a combat situation and weapons handling and employment. While these skills do not pertain to my civilian employment, I consider them valuable and feel ARes offers me the chance to develop them”.

“I believe that the Reserves are a great way to introduce the life and traditions of the Australian Army into the general public. It gives us a chance to experience the mental and physical hardship that regular soldiers must endure to serve their country. The issues covered in this survey have helped to give me an overview on the whole situation and has touched on the topics including employment and further military service that must be addressed early in all Defence careers”.

“After being away from my family and friends for so long and the need to return to my civilian job I think a small bit of down time should be allowed after returning from ARTC”.

“I think the survey is a good idea as it gives an insight into the needs of the Chocko’s. Admin-wise, my dealings with the ADF have been very poor – enough for me to want to quit. I hope this survey brings out a positive result so that the Army does not lose so many within a short time of enlisting”.

“For the last few years I have wanted to be a member of the Aust Army. Due to injury there has been a 6 month gap between the beginning and end of my recruit training. During this time I was parading at my unit (WAUR). In this unit I am in Admin Coy and there was VERY little for me to do with an extremely low number of weekends and even parade nights. Having said this my answers to the questions are based on my experience with this particular unit and are hence not all entirely positive”.